Advancing Cooperative Conservation



4C's Team

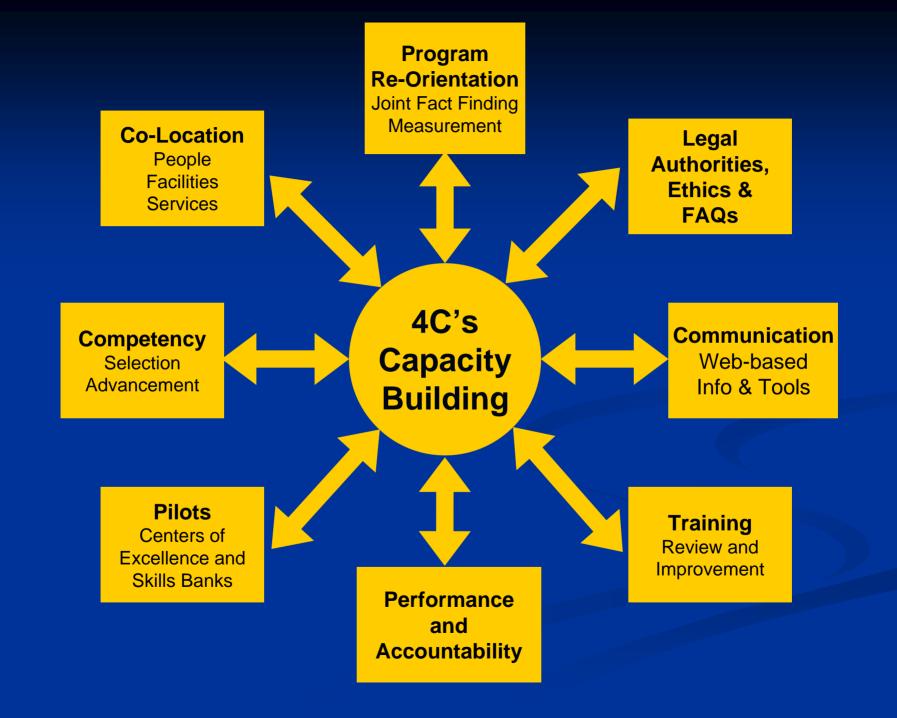
- An interagency effort established in early 2003 by Department of the Interior Secretary Gale Norton
- Advance improved partnerships and collaborative work
 - between agencies
 - between individual agencies and the general public

4C's Goals

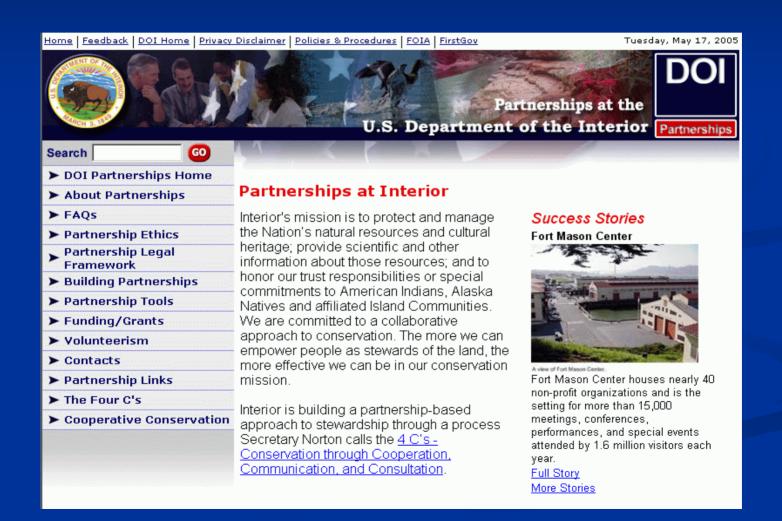
- Remove legislative, policy and cultural impediments
- Bring attention to best practices, partnership success
- Integrate recruitment, training, performance, rewards
- Accelerate the adoption of practices, processes, tools

4C's Team Members

- Department of the Interior bureaus
- Army Corps of Engineers
- Department of Defense
- Forest Service
- Natural Resources Conservation Service
- U.S. Environmental Protection Agency
- National Oceanic and Atmospheric Administration



www.doi.gov/partnerships



Executive Order 13352

Facilitation of Cooperative Conservation

- to ensure that the Departments of the Interior, Agriculture, Commerce, and Defense and the Environmental Protection Agency
- implement laws relating to the environment and natural resources in a manner that promotes cooperative conservation
- with an emphasis on appropriate inclusion of local participation in federal decisionmaking
- in accordance with their respective agency missions, policies and regulations

White House Conference on Cooperative Conservation



SAINT LOUIS, MISSOURI • AUGUST 29, 30, & 31, 2005

CONSERVATION Strengthening shared governance and citizen stewardship



- Conference Actions
- New
- About the Conference
- Conference Documents
- Media Information
- Contact III

Theodore Roosevelt
GOVERNORS' CONFERENCE
ON CONSERVATION

To formulate a national philosophy of conservation based on the efficient use of finite resources and scientific management of renewable ones.

View Conference Documents including the agenda, newsletters, case study information, breakout session summaries and more, click here

www.conservation.ceq.gov

After the White House Conference

The 4C's Team morphed into the

Interagency Cooperative Conservation Team

Interagency Cooperative Conservation Team

- Strengthening Collaboration across Agencies
- Communications
- Training and Development
- Workforce Transformation
- Measuring and Monitoring

Redefining Partnerships

- is a handshake, not a hand out
- is part of our culture
- combines individual strengths to accomplish the mission
- fosters relationships, common goals and working together

Redefining Partnerships, cont

- Builds constituency and broad-based community support.
- Leverages resources to meet challenges and improve opportunities.
- Partnerships are a smart way of doing business.

The Partnership Philosophy

The U.S. Army Corps of Engineers plays a key role in shaping the future of our Nation's water resources. Our partners are essential in making this happen. We recognize that partnerships must flow in both directions. Cooperation and collaboration are the keys to innovative solutions to meet a diversity of need. When we put our heads together, we can find answers far better than anything we can think of ourselves.

Partnership Talking Points

 USACE is strongly committed to providing the best services and facilities we can within the scope of available resources. Funding for programs, aging infrastructure, and increasing customer demand will always be a challenge.

Partnership Talking Points

- Our partnering initiative seeks to expand the role of non-federal entities to serve the public.
- Through partnerships, we can develop innovative ways to overcome challenges and improve opportunities on public lands.
- A successful partnership culture fosters relationships, common goals and working together.

Partnership Business Card



Our Partnership Philosophy

US Army Corps of Engineers.

The U.S. Army Corps of Engineers plays a key role in shaping the future of our Nation's water resources. Our partners are essential in making this happen. We recognize that partnerships must flow in both directions. Cooperation and collaboration is the key to innovative solutions to meet a diversity of needs. When we put our heads together, we can find answers far better than anything we can think of by ourselves.















A Partnership:

- is a handshake, not a hand out.
- is part of our culture.
- combines individual strengths to accomplish the mission.
- fosters relationships, common goals and working together.
- builds constituency and broad-based community support.
- leverages resources to meet challenges and improve opportunities.

Partnerships are a smart way of doing business.

USACE Collaboration/Partnering Behaviors - Draft

All Employees

Entry Level Skills

Participates in and contributes to collaborative work

Understands, maintains and influences work relationships

Values professional organizations and networks

All Non –Supv. Employees

Full Performance Skills

Facilitates collaborative culture

Creates and communicates strategic opportunities to collaborate towards achievement of common goals

Entry Level Skills

Supervisors

Entry Level Leadership Skills

Manages and monitors collaborative relationships and partnerships

Full Performance

Entry Level Skills

Managers/ Executives

Full Performance Leadership Skills

Creates vision of administrative capacity with partners to address problems effectively

Strategically plans and implements partnering and collaborative relationships

Communicates
Corps mission,
generates
commitment and
accomplishes
partnership goals

Entry Leadership

Full Performance

Entry Level Skills

USACE Collaboration/Partnering Competencies - Draft

AII

Non -Supv. **Employees**

Supervisors

Entry Level

Leadership Skills

Strategic Planning

Managing Agency

Developing and

Agreements

Fundraising

Donations and

Partnership

Management

Full Performance Leadership Skills

Vision

Strategic Thinking

Managers/

Executives

Financial

Management

Entrepreneurship

Political Savvy

External

Awareness

Creativity/ **Innovation**

Accountability

AII **Employees**

Entry Level Skills

Teamwork

Consensus Building

Oral

Communication

Interpersonal Skills

Negotiating/ Influencing

Performance Skills

Facilitation

Management

Collaborative Leadership

Leveraging **Partnerships**

Collaboration

Partner Culture

Entry Level Skills

Establishing and Working with

Friends Groups

Full Performance

Entry Level Skills

Entry Leadership

Full Performance

Entry Level Skills

Full

Partnering

Teambuilding

Conflict

Community

Awareness

ICC Team and USACE Partnership Program

- Workforce Training and Development
- Workforce Transformation
- Measurement and Monitoring
- Strengthening Collaborative
 Processes
- Communications and Outreach